

**From:** Description for coe-internal List [mailto:[COE-INTERNAL@LIST.UIOWA.EDU](mailto:COE-INTERNAL@LIST.UIOWA.EDU)] **On Behalf Of** Thomas, Volker  
**Sent:** Wednesday, December 05, 2012 3:21 PM  
**To:** [COE-INTERNAL@LIST.UIOWA.EDU](mailto:COE-INTERNAL@LIST.UIOWA.EDU)  
**Subject:** [COE-INTERNAL] COE WAI Survey Comments

Dear COE Faculty and Staff,

As you may remember on November 7, 2012 you received the email below:

*Good Morning Faculty and Staff:*

*In reviewing the recent 2012 WAI survey, Staff Council and FAC noticed the college-level component was missing from that first survey. Both groups felt strongly about having a college-level component as part of a WAI survey. Therefore, with the approval of Dean Crocco, Staff Council and FAC agreed to create our own College of Education (CoE) WAI survey. The first 10 questions on the CoE WAI survey will mirror questions from the Unit and University levels of the University-wide WAI Survey but be edited to reflect upon the college-level experience. There will also be one new question that pertains only to the CoE and a section for faculty or staff to include additional comments.*

*The CoE WAI Survey 2012 will run today, November 7, through November 21 and will only take 2-3 minutes of your time. (You should receive an email this afternoon with a link to the survey.) Mike Morony and Volker Thomas (chairs of the Staff Council and FAC, respectively) will be the only people to have direct access to the confidential results, which will be shared with our College in report form prior to the end of the 2012 Fall Semester. Login Ids, or any personal information, will remain confidential and will not be shared. Representatives from both FAC and Staff Council will read through the comments section results to redact statements that may give away a person's identity. The CoE WAI Action Committee, which has been assigned to receive the results from the University-wide WAI survey, will include the college-level results in their guidance and advice to administration.*

*Sincerely,*

*Staff Council, FAC, and Dean's Office*

The message was sent via the COE-INTERNAL list on behalf of Dean Crocco. Of about 190 eligible COE faculty and staff, 169 completed the survey and 79 wrote comments in the provided box. As announced in the email of November 7, 2012, Mike and Volker prepared a report of the quantitative items and of the written comments and presented them to Dean Crocco in a meeting on November 27, 2012. Dean Crocco asked to review the report until the end of the week. It was our understanding that we would meet again at the beginning of the week of December 3 and discuss when and how to share the report with COE faculty and staff before the end of the 2012 fall semester as announced in the email to you on November 7. On Monday December 3, Volker received 3 phone calls from the Provost about the comment section of the survey report, asking Volker not to release the comments because they could be of great harm. In response Volker stated that he would talk to Mike about the Provost's request and put it on the agenda for action of the next regularly scheduled FAC meeting on December 7, 2012. The Provost agreed with Volker's suggestion.

Yesterday Volker received another phone call from Provost Butler stating that he wanted to meet with Mike and Volker in the COE ASAP that day. Mike requested for Susan Buckley, Vice President for Human Resources to be present at the meeting. Provost Butler and Vice President Buckley met with Mike and Volker in Lindquist Center at 1:45PM. Explaining the Purpose of the meeting Provost Butler stated that he would not leave the building without Mike and Volker turning over to him all hard copies of the comments part of the COE WAI survey and an email confirmation that Volker and Mike had deleted all electronic versions of the comments. When Volker stated that the governance process would be violated of bringing the issue to the FAC and Staff Council for a vote on how to handle the comments, the Provost added as clarification that time was of the essence and that he had been advised by General Counsel on the following points. First, if a law suit would be filed not the university or COE would be named in the law suit, but individual university employees. Second, at the time he would leave the building today without the comments, the university would withdraw the legal protection for Mike and Volker, meaning they would be “own their own” in case a law suit would be filed against them. Mike and Volker asked for General Council to confirm this position. Provost Butler called Carroll Reasoner, Vice President for Legal Affairs and General Counsel, and she confirmed that this was the university’s position. Vice President Buckley also spoke in support of the position.

Facing the dilemma of forgoing governance processes of the Staff Council and the FAC and of protecting our personal integrity and assets Mike and Volker decided to comply with the Provost’s request to delete all copies of the comments in our possession (we did not have any hard copies of the comments). We were informed that the information still being on the university Qualtrics server would also be deleted. The only existing copies of the comments of which Mike and Volker are aware include hard copies they delivered to Dean Crocco and to Dr. Jude West, the Provost appointed mediator.

Please know that we deeply regret the above outlined developments. We believe that they are in violation of the agreed upon purpose and procedure of the COE WAI survey. We also regret that we were put in the position to choose between our personal protection and the decision making processes outlined in the governance structure of the Staff Council and FAC.

We wish this could have been handled differently and we kindly ask for your understanding.

Sincerely,

Mike Morony, Chair Staff Council

Volker Thomas, Chair FAC